



# COMPANY PROCEDURE

Date: 1<sup>st</sup> January 2025

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## EQUAL OPPORTUNITIES POLICY

Review: 1<sup>st</sup> January 2026

## Equal Opportunities Policy

Handson Safety Services Limited is committed to the policy of equal treatment of all employees and applicants, etc. and requires all employees, of whatever grade or authority, to abide by and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality.

All employees are expected to abide by the requirements of the Equality Act 2010. Therefore, discrimination is prohibited in:

- Treating any individual on grounds of sex, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientation, disability or membership or no-membership of a trade union, less favourable than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their employment, which are different to the requirements for others.
- Imposing on an individual requirement, which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an employee
- Harassment of an employee (which for the purposes of this policy, and the actions and sanctions applicable thereto is regarded as discrimination.
- Any other act or omission of an act, which has as its effect the disadvantaging of an employee or applicant against another, or others, purely on the above grounds. Thus, in all disciplinary matters as well as consideration for training, promotion, etc. – in other words all instances where those in control of employees are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

Handson Safety Services Limited commits itself to the immediate investigation of any claims of discrimination on the above grounds and, where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any employee accused of discrimination.



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Any employee (no matter what level) found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against Handson Safety Services Limited policy, any employee offending will be dealt with under the disciplinary procedure. Unless assurances of future non-discriminatory actions are forthcoming, an employee repeating any act of discrimination may be dismissed.

Handson Safety Services Limited recognises the right of an employee to belong to or not to belong to, a trade union and membership or non-membership of such a union will not be taken into account in any way during the career of the employee.

Handson Safety Services Limited commits itself to the employment of disabled personnel whenever possible and will treat such employees in aspects of their recruitment and employment in exactly the same manner as other employees, the difficulties of their disablement permitting. Assistance will be given, wherever possible, to ensure that disabled employees are helped in their journeys to and from their place of work, in access to their workplace, in gaining access to the facilities on company premises and in progressing in their career, subject only to the opportunity existing, the applicant's suitability, talent and with for it. Appropriate training will be made available to such personnel who require it. Handson Safety Services Limited is keen to hear ideas whereby its facilities can be made more user-friendly for the benefit of the disabled.

Handson is committed to equal opportunities in the provision of its services. The aim of this policy is to ensure that all external individuals and organisations with which NEBOSH has a relationship receive equal treatment in accordance with the Equality Act 2010. The 'protected characteristics' stated in and covered by the Act are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race (including colour, nationality, ethnic or national origins)
- Religion or belief (this includes lack of belief)
- Sex
- Sexual orientation.

In so doing, Handson aims to comply both with legislation intended to prevent unfair discrimination and with relevant regulatory criteria.



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*Signed: Ray Woolrich*

*Dated: 1<sup>st</sup> January 2025*

*Review Date: 1<sup>st</sup> January 2026*